

Ref #	Hits	Search Query	DBs	Default Operator	Plurals	Time Stamp
L1	(8)	("5737494" "5893098" "5978648" "5987149" "6092060" "6151581" "6157915" "6161101").PN.	USPAT	OR	OFF	2005/06/21 09:16
L2	(160)	705/7.cor.	USPAT	OR	OFF	2005/06/21 09:18
L3	(40)	705/11.cor.	USPAT	OR	OFF	2005/06/21 09:18
L4	(23)	capability near model	EPO; JPO; DERWENT	OR	OFF	2005/06/21 09:24
L5	(14)	(assess\$ or evaluat\$ or rate or rating or analyze or analysis) with (process or organization or company or project) with (vote or voting)	EPO; JPO; DERWENT	OR	OFF	2005/06/21 09:24
S1	(25)	(assess\$ or evaluat\$ or rate or rating or analyze or analysis) with (process or organization or company or project) with (vote or voting)	USPAT	OR	OFF	2005/06/21 09:07
S2	(19)	("4713775" "4809170" "4841441" "4951192" "5008853" "5075847" "5170465" "5233513").PN. OR ("5587935").URPN.	US-PGPUB; USPAT; USOCR	OR	OFF	2005/06/01 15:28
S3	(40)	(assess\$ or evaluat\$ or rate or rating or analyze or analysis) with (process or organization or company or project) with (vote or voting)	US-PGPUB	OR	OFF	2005/06/21 09:24
S4	311	capability near model	US-PGPUB; USPAT	OR	OFF	2005/06/21 09:24
S5	(4)	S4 and (vote or voting or ballot)	US-PGPUB; USPAT	OR	OFF	2005/06/20 11:05

786-2105

Ref	Items	Index-term
E1	1	AU=BESHERS, G M
E2	1	AU=BESHEY, MEG
E3	0	*AU=BESHORE, D
E4	4	AU=BESHORE, EDWARD
E5	1	AU=BESHOURI, CHRISTOPHER P
E6	1	AU=BESHOURI, CHRISTOPHER PAUL
E7	1	AU=BESHWATY, NICHOLAS
E8	2	AU=BESHYAH, SALEM A.
E9	1	AU=BESI, JOHN
E10	1	AU=BESI, JOHN R.
E11	3	AU=BESIC, DAN
E12	1	AU=BESICH, ALLAN

Enter P or PAGE for more

?

Set	Items	Description
S1	263	((ORGANIZATION OR PROCESS) (3N) (ASSESS? OR EVALUAT?)) (S) (VOTE? OR VOTING)
S2	176	S1 NOT PY>2001
S3	119	RD S2 (unique items)
S4	49	S3 AND (QUESTIONNAIRE OR INTERVIEW? OR POLL? OR SURVEY?)
S5	15	S4 AND (STRENGTH OR WEAK?)
?		

JS-21-05

T S5/3,K/ALL

5/3,K/1 (Item 1 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

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02527975 204205421

Delusions of grandeur? Marketing's contribution to "meaningful" Western political consumption

Dermody, Janine; Scullion, Richard

European Journal of Marketing v35n9/10 PP: 1085-1098 2001

ISSN: 0309-0566 JRNL CODE: EJM

WORD COUNT: 6772

...TEXT: public disenchantment with political parties is not the same as disenchantment with democracy, a recent **survey** by Gallup (1999) highlights worryingly negative public attitudes towards aspects of Western democracy (Spogard and...their objects of desire through their acts of consumption, where consumption becomes "a constructive and **evaluative process** by which an object's value is created, transformed, and negotiated" (Heilbrunn, 1996, p. 129...

...of election promises and other political product offerings (Dermody et al., 1999), and the consumption (**voting**) experience itself. Furthermore, the involvement of the public in political participation will determine the value...their voting choices, and what this voting or abstinence means to them? Ironically, as party **pollsters** and other researchers learn more about the electorate, the assumption that political leaders can know... 1994). This expanded role for marketing appears a mixed blessing for politics. The host of **weak** ties it establishes (including the ubiquitous loyalty schemes) offers a social support system for many...in Experimental Social Psychology, Vol. 25, pp. 227-78.

Foucault, M. (1977), Power/Knowledge: Selected **Interviews** and other Writings, 1972-1977, Harvester, Brighton.

Giddens, A. (1991), Modernity and Identity, Polity, Cambridge...End of Conservative Values? Chapter 5, Ashgate, Aldershot.

Kavanagh, D. (1996), "Speaking truth to power? **Pollsters** as campaign advisors", European Journal of Marketing, Vol. 30 No. 10/11, pp. 104-13...

...Spogard, R. and James, M. (2000), Governance and Democracy - the Peoples View. A Global Opinion **Poll** , address to the United Nations conference, [www.gallup-international.com/survey18 .htm](http://www.gallup-international.com/survey18.htm).

Taylor, M. and Saarinen, E. (1994), Imagologies: Media Philosophy, Routledge, London.
Teixeira, R.A...

5/3,K/2 (Item 2 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

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02482910 120622782

Graduate assessment centres: An empirical investigation of effectiveness

Garavan, Thomas N; Morley, Michael

Education & Training v40n4/5 PP: 206-219 1998

ISSN: 0040-0912 JRNL CODE: EDT

WORD COUNT: 8147

...TEXT: current interest in British and Irish organizations primarily owes its inspiration to US practice. A **survey** of Institute of Personnel Management (IPM) members (Britain and Ireland) in 1973 found only a...

...question: why are British and Irish organizations using them more frequently for selection purposes? The **survey** evidence suggests that it is related to the belief that they are more valid, i...

...use of multiple techniques. Assessment-- centre activities generally include ability tests, personality tests, educational tests, **interviews** , peer evaluations and performance tests. The central assumption is that each technique has its strengths and **weaknesses** and that a combination of diverse techniques is necessary to capitalize on the strengths of...
...promoting and developing human resources.

There also appears to be a general perception that the **interview** , while a popular method, is less than effective. This scepticism is ...McDaniel et al., 1987; Wiesner and Cronshaw, 1989). Weisner and Cronshaw (1989) report that unstructured **interviews** , which probably constitute the vast majority of all **interviews** undertaken by organizations, have low validity coefficients (0.2). However, structuring the **interview** , particularly by using formal job analysis as a basis, increases validity significantly (0.46). There...adequately sampled for the development of assessment-centre exercises and the performance appraisal instrument. Structured **interviews** were conducted with 100 junior bank officials in order to identify junior bank officials' goals...

...be demonstrated in order to achieve successful task achievement.

This information, obtained from the structured **interviews** , was distributed to corporate human resource management personnel, select district managers and higher-level management for modifications, additions and deletions.

Information from the structured **interviews** was used to develop eight dimensions which were considered essential for success as a bank...

...of the exercises were made if appropriate. Five exercises were used in total:

(1) Personality **questionnaire** . This is strictly not an exercise and its inclusion in an assessment centre has been...a newly appointed junior bank

Table I

official might encounter on the job. Candidates were **interviewed** about how and why they dealt with each item after working on the exercise for two hours. The items were constructed to reflect a broad range of task categories.

(4) **Interview** simulation. The **interview** simulation was designed to give candidates the opportunity to deal with a disgruntled customer. The...

...observed and rated performance. There was also instruction on rating error in the context of **assessment** -centre observations.

Rating **process**

Three **assessors** observed and evaluated each candidate. After gathering

all observations on the five exercises and individually...

...were within at least one rating point of each other and at which time a **vote** was taken and recorded as consensus. The last step assessors took was to combine the...basket exercise proved to be the most difficult to do well in, with the simulated **interview** the easiest. The standard deviation value for the exercises illustrate that the presentation was the...25.

Dougherty, TW., Ebert, R.J. and Callender, J. (1986), "Policy capturing in the employment **interview** ", Journal of Applied Psychology, Vol. 71, pp. 9-15.

Dreher, G.F and Sackett, P...1988), "The role of the traditional research design in underestimating the validity of the employment **interview** ", Personnel Psychology, Vol. 41, pp. 315-27.

Dulewicz, V. (1991), "Improving assessment centres", Personnel Management ...

...E. and Williams, A.RD. (1973), "A twenty-five year follow-up of an extended **interview** selection procedure in the Royal Navy", Occupational Psychology, Vol. 47, pp. 1-13.

Gaugler, B...

...Schmidt, FL., Hunter, J.E., Maurer, S. and Russell, J. (1987), "The validity of employment **interviews** : a review and metaanalysis" (unpublished).

Mehrens, W.A. and Lehman, LJ. (1991), Measurement and Evaluation...
...43, pp. 71-84.

Robertson, LT. and Makin, RT (1986), "Management selection in Britain: a **survey** and critique", Journal of Occupational Psychology, Vol. 59, pp. 45-57.

Robertson, LT. and Smith...W.H. and Cronshaw, S.F. (1989), "A meta-analytic investigation of the impact of **interview** format and degree of structure on the validity of the employment **interview** ", Journal of Psychology, Vol. 61, pp. 275-90.

Woodruffe, C. (1990), Assessment Centres: Identifying and...

5/3,K/3 (Item 3 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

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02327443 86065013

Quality improvement efforts at St Mary's Hospital: a case study

Klein, Donald; Motwani, Jaideep; Cole, Beth

Managing Service Quality v8n4 PP: 235-240 1998

ISSN: 0960-4529 JRNL CODE: MAQ

WORD COUNT: 3975

...TEXT: A case study approach was employed to conduct the research. Data were collected primarily through **interviews** , observations, and archival sources. **Interviews** were conducted, in person, with executives who were familiar with the quality initiative process. Since...floor. Directions

were given to the OB unit to each patient. Follow-up patient satisfaction **surveys** have indicated strong positive ...as to its relationship, if any, to necessity and customer needs. Were the relationships strong, **weak** , or non-existent?

For example, all the key customers, their expectations, needs and what outcome...

...s Hospital made a strong commitment to CQI. A large team was initially formed to **evaluate** the whole **process** of the emergency department from when the patients entered the department until they left the department. Brainstorming, multi- **voting** , and nominal group techniques were used to identify and address the following key causes for...

5/3,K/4 (Item 4 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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02297187 98222764

Chaos in Russian budgeting as a product of institutional design: The failure of unlinked dual-channel institutions

Ostrow, Joel M

Journal of Public Budgeting, Accounting & Financial Management v13n4 PP: 624-652 Winter 2001

ISSN: 1096-3367 JRNL CODE: PBFM

WORD COUNT: 9496

...TEXT: all Rbls 87 trillion, the Finance Ministry instead cut the figure to Rbls 37 trillion! (**Interviews** .) The Defense Minister pressed his battle with the government's budget even after the budget...But, as one Budget Committee member noted, the rule "does not work... everyone ignores it" (**Interviews**). Duma deputies are able to ignore the Budget Committee's rules for the budget process...

...as responsible for the budget, and simply acts as if it does control the budget **process** . They issue competing **evaluations** of the government's draft, the contradictory content of which leaves government officials confused as...

...the committees submit competing, alternative provisions for the budget itself. When it comes time to **vote** on the floor, the members are faced with alternative versions of budget provisions from the...time, rather than in separate elections six months apart as is currently the case. While **weak** parties and a prevalence among the voters to favor independence would not in the short...this paragraph was largely the product of personal observations and a series of over 150 **interviews** with legislators and executive branch officials conducted in Moscow between November 1993 and February 1995. Future references to " **Interviews** " refer to this "participant observation" research.

9. See the newspapers Krasnaya zvezda, June 7, 1994...

...za ego ispolneniyem. (Explanatory notes to the Duma Resolution on the 1994 Federal Budget).

12. **Interviews** . Also, personal observations of Budget Committee Session Debate, May 10, 1994. For examples in print...

5/3,K/5 (Item 5 from file: 15)

DIALOG(R) File 15:ABI/Inform(R)

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02269135 86920829

Graduate assessment centres: an empirical investigation of effectiveness

Thomas N. Garavan; Michael Morley

Career Development International v2n4 PP: 160-172 1997

JRNL CODE: CDVT

WORD COUNT: 8276

...TEXT: current interest in British and Irish organizations primarily owes its inspiration to US practice. A **survey** of Institute of Personnel Management (IPM) members (Britain and Ireland) in 1973 found only a...

...question: why are British and Irish organizations using them more frequently for selection purposes? The **survey** evidence suggests that it is related to the belief that they are more valid, i...

...use of multiple techniques: Assessment-centre activities generally include ability tests, personality tests, educational tests, **interviews**, peer evaluations and performance tests. The central assumption is that each technique has its strengths and **weaknesses** and that a combination of diverse techniques is necessary to capitalize on the strengths of...
...promoting and developing human resources.

There also appears to be a general perception that the **interview**, while a popular method, is less than effective. This scepticism is reinforced by the extant...

...McDaniel et al., 1987; Wiesner and Cronshaw, 1989). Weisner and Cronshaw (1989) report that unstructured **interviews**, which probably constitute the vast majority of all **interviews** undertaken by organizations, have low validity coefficients (0.2). However, structuring the **interview**, particularly by using formal job analysis as a basis, increases validity significantly (0.46). There...adequately sampled for the development of assessment-centre exercises and the performance appraisal instrument. Structured **interviews** were conducted with 100 junior bank officials in order to identify junior bank officials' goals...

...be demonstrated in order to achieve successful task achievement.

This information, obtained from the structured **interviews**, was distributed to corporate human resource management personnel, select district managers and higher-level management for modifications, additions and deletions.

Information from the structured **interviews** was used to develop eight dimensions which were considered essential for success as a bank...of the exercises were made if appropriate. Five exercises were used in total.

1 Personality **questionnaire**. This is strictly not an exercise and its inclusion in an assessment centre has been...

...simulating problems a newly appointed junior bank official might encounter on the job. Candidates were **interviewed** about how and why they dealt with each item after working on the exercise of two hours. The items were constructed to reflect a broad range of task categories.

4 **Interview** simulation. The **interview** simulation was designed to give candidates the opportunity to deal with a disgruntled customer. The...

...observed and rated performance. There was also instruction on rating error in the context of **assessment** -centre observations.

Rating process

Three **assessors** observed and evaluated each candidate. After gathering all observations on the five exercises and individually...
...were within at least one rating point of each other and at which time a **vote** was taken and recorded as consensus. The last step assessors took was to combine the...basket exercise proved to be the most difficult to do well in, with the simulated **interview** the easiest. The standard deviation value for the exercises illustrate that the presentation was the...
Dougherty, T.W., Ebert, R.J. and Callender, J. (1986, "Policy capturing in the employment **interview** ", Journal of Applied Psychology, Vol. 71, pp. 9-15.

19. Dreher, G.F. and Sackett...

...1988, "The role of the traditional research design in underestimating the validity of the employment **interview** ", Personnel Psychology, Vol. 41, pp. 315-27.

21. Dulewicz, V. (1991, "Improving assessment centres", Personnel...

...and Williams, A.P.D. (1973, "A twenty-five year follow-up of an extended **interview** selection procedure in the Royal Navy", Occupational Psychology, Vol. 47, pp. 1-13.

25. Gaugler...

...F.L., Hunter, J.E., Maurer, S. and Russell, J. (1987, "The validity of employment **interviews** : a review and metaanalysis" (unpublished).

43. Mehrens, W.A. and Lehman, I.J. (1991, Measurement...

...84.

55. Robertson, I.T. and Makin, P.T. (1986, "Management selection in Britain: a **survey** and critique", Journal of Occupational Psychology, Vol. 59, pp. 45-57.

56. Robertson, I.T...W.H. and Cronshaw, S.F. (1989, "A meta-analytic investigation of the impact of **interview** format and degree of structure on the validity of the employment **interview** ", Journal of Psychology, ol. 61, pp. 275-90.

Caption: Table I; Element 1; Table II...

5/3,K/6 (Item 6 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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02246257 86940590

Morgan Kousser's noble dream

Gerken, Heather K

Michigan Law Review v99n6 PP: 1298-1331 May 2001

ISSN: 0026-2234 JRNL CODE: MLW

WORD COUNT: 18068

...TEXT: instead on the three Gingles preconditions, ' mechanical proxies

for assessing whether racial minorities' potential voting **strength** has been undermined. Thus, even without some qualitative proof of dilution, plaintiffs were very likely...the minority community will be passed, even if they are passed by whites that minority **voters** have helped elect)." Kousser does not offer a normative explanation as to why we should...

...must answer the question, what theory of representation should guide that choice? How should courts **assess** where the **process** of democratic compromise will take place - at the district level, when **voters** elect their representatives, or at the legislative level, among representatives? Is the notion of descriptive...

...articulating the limits to that principle. How far should we go to augment minority electoral **strength** ? Should we abandon territorially based districting for those groups unable ...legal academics Kousser addresses, overblown rhetoric is generally the sign of an advocate with a **weak** case, and interdisciplinary work like Colorblind Injustice is likely to be most successful when it...to invalidate Republican-created districting plans under Shaw. The first, Voinovich v. Quilter,¹¹³ provides **weak** support for Kousser's thesis. The only full opinion the Supreme Court delivered in that...taking advantage of racially polarized voting among whites and racial minorities to undermine the voting **strength** of minority group members. For a detailed analysis of the right to an undiluted vote...

...bloc, thus enabling whites usually to defeat the minority group's preferred candidates at the **polls** . 478 U.S. at 50-51.

21. See Jenkins v. Red Clay Bd. of Educ...for Perfect Proxies, 85 CORNELL L. REV. 1447 (2000).

61. This concern would be far **weaker** , however, if we could develop a more dynamic relationship between representative and constituent. Concerns about ...1996); Bernard Grofman & Lisa Handley, Estimating the Impact of Voting-Rights-Related Districting on Democratic **Strength** in the U.S. House of Representatives, in RACE AND REDISTRICTING IN THE 1990S, at...

5/3,K/7 (Item 7 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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02071859 61899877

Improving state policies prohibiting public employment discrimination based on sexual orientation
Colvin, Rodderick A
Review of Public Personnel Administration v20n2 PP: 5-19 Spring 2000
ISSN: 0734-371X JRNL CODE: RPP
WORD COUNT: 6308

...TEXT: filed under the specific statute or ordinance. This search yielded no suits. Next, the authors **surveyed** the state and local government agencies or offices responsible for enforcement. The authors requested information...

...trends among the complaints. Riccucci and Gossett were able to draw several conclusions from their **survey** :

1. Enforcement of nondiscrimination policies was questionable, based on the responses from enforcement agencies and...with Riccucci and Gossett (1996), provided interesting facts about nondiscrimination policies. Button, Wald

and Rienzo **surveyed** governments to find out, among other things, the number of claims filed pertaining to discrimination...the ideal framework of Sabatier and Mazmanian (1980), we can observe that these areas of **weakness** primarily fall into the nonstructural, political category. This would suggest that while governors and legislators...of this manuscript.

NOTES

'Based on the 1997 National Gay and Lesbian Task Force's **survey** of states, cities, and counties that prohibit employment discrimination based upon sexual orientation.

qwo of...

...1997. Due to the relative newness of these policies, the statutes were excluded from the **evaluation process**. It is unlikely that full implementation processes for these policies have been developed. In the case of Maine, enactment of their nondiscrimination policy was overturned in a **voter** referendum in February 1998.

'Cohen, O'Byrne and Maxwell (1999) noted that between 16% and 46% of **surveyed** gay men, lesbians and bisexuals have reported experiencing employment discrimination.

'The U.S. General Accounting...

5/3,K/8 (Item 8 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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01575895 02-26884

Union decertification research: Review and theoretical integration
Jelf, Gregory S; Dworkin, James B
International Journal of Conflict Management v8n4 PP: 306-337 Oct 1997
ISSN: 1044-4068 JRNL CODE: IJCM
WORD COUNT: 13750

...TEXT: decertification relative to membership gains through certification. These numbers too highlight an erosion of union **strength**, and again indicate the increasing importance, proportionally, of decertification elections to union density.

An important...expected utility terms, and therefore the more likely they are to see the union as **weak** or ineffective (Ahlburg & Dworkin, 1984; Chafetz & Fraser, 1979; Elliott & Hawkins, 1982). This should increase the ...treatment, because the union both codifies worker dissatisfaction (via a grievance system) and channels collective **strength** to stand up for workers' interests (Perlman, 1958; Hirschman, 1970). It seems quite likely that...unions reduce discrimination and, more generally, protect their rights, which is consistent with arguments and **survey** evidence offered in prior research (Freeman & Medoff, 1984). We expect this effect, after taking turnover...

...decertification should be less likely in Important Units.

Second, Strong Parent represents the international's **strength**. In the abstract, a parent may be equally devoted to all locals, regardless of whether...

...1984; Elliott & Hawkins, 1982; Koeller, 1991; Lawler & Hundley, 1983).

In short, if the parent is **weak**, decertification should be more likely, and vice versa if the parent is strong.

Financial Position...

...this strategy as a way of increasing firm value. As such, firms who are financially **weak** should more aggressively campaign for decertification than those that are financially strong. Financially strong firms...

...about promoting decertification since they are already in a strong position. But those in a **weak** position might see decertification strategies as means to improve stock value and appease shareholders, and...
...it, then even those workers socially or politically predisposed to be anti-union may nonetheless **vote** to retain representation. Likewise, even those socially or politically predisposed to be pro-union may cast anti-union **votes** if the union provides little or no workplace voice (e.g., the lot of minority...

...utility or provide voice. Complete information, as was the case with expected utility, characterizes the **evaluation process** used by workers on the extent of union-provided workplace voice. In essence, we assume... level. Bigoness and Tosi (1984) examined faculty voting behavior using 112 self-selected, self-report **survey** responses and found that union instrumentality, gender, and attitude toward unions were related to the...

5/3,K/9 (Item 9 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

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01366266 00-17253

A comparison of US, UK, and German insolvency codes

Franks, Julian R; Nyborg, Kjell G; Torous, Walter N

Financial Management v25n3 PP: 86-101 Autumn 1996

ISSN: 0046-3892 JRNL CODE: FMG

WORD COUNT: 11320

...TEXT: Europe must establish their own codes, and this paper provides information on the strengths and **weaknesses** of competing creditor- and debtor-oriented codes. Also, when the EU harmonizes the insolvency codes... on local employment, when deciding whether to maintain firms as going concerns. According to a **questionnaire** study by Gessner et al. (1978) of close to 300 insolvency practitioners, the criterion that...

...concerns, these two criteria were selected by 30% and 9%, respectively. The new code will **weaken** the role of the administrator to make these judgements.

IV. US, UK, and German Codes...selected, so that junior creditors or equityholders can use the values submitted in the bid **process** to **assess** the value of the company when trading their claims. This trading of claims provides a means of minimizing costly conflicts about firm valuation. The shareholders then **vote** on which bid to accept.

An important advantage of the bidding process in the AHM...

5/3,K/10 (Item 10 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

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01092067 97-41461

State of the states 1995

Barrett, Katherine; Greene, Richard
Financial World v164n20 PP: 36-60 Sep 26, 1995
ISSN: 0015-2064 JRNL CODE: TWO
WORD COUNT: 18678

...TEXT: anything from history." The electorate is pressing hard for tax relief. In a recent nationwide **survey** conducted by KPMG Peat Marwick, 66% of respondents said that their state did not do...project funding affects the future. Currently, condition assessments, scheduled maintenance, prioritization and analytic techniques are **weak**. A goal of the new administration is to create a real planning document that will...The state's financial report is qualified.

Managing for Results: A

Florida gets FW's **vote** for the most promising performance measurement system--though it still has a long way to...

...has statewide benchmarks, is tying these to shorter-term targets for agencies and has an **evaluation process** that will use measurements to sort out which services government can do efficiently, which should...

...accuracy of revenue estimates has improved. The rainy day fund, depleted when the economy was **weak** in the early 1990s, has been restocked. Yet another reserve has been set up, in...on one-time revenues as a means of balancing the budget. The state's biggest **weakness** is still its financial reporting. Kansas is among a handful of states that has not...attention to evaluating and analyzing services. Reforms of Medicaid, for example, were accompanied by citizen **surveys** that tracked satisfaction with the new managed-care system. Results-oriented measurements make sure that...1994 and had a strong impact on the 1996-97 biennial budget. A recent state **survey** found that 86% of senior managers are using the state's program-measurement systems to...two dozen more added in the current biennium. The state has not yet tried customer **surveys**. It does not compare itself with other states or break down total costs to unit...the cost of services far better than most other states. But it continues to be **weak** in its measurement of program effectiveness. Governor Whitman has made an attempt to restructure government...

...general fund revenues. Budgeting is generally responsible, with five-year revenue and expenditure projections. A **weak** spot: Corrections spending exceeded expectations by 9.7% in fiscal 1994 and 11% in fiscal...s-A, S&P-A-Governor George Pataki, Republican

Financial Management: D

"Next year's **survey** will be markedly different," a hopeful budget official writes. Maybe. But for now, the Empire...

...Nothing is saving the state here. The New York budget office succinctly answered FW's **survey** on performance measurement and evaluation with two words: Not applicable. When FW asked Claudia Hutton...shops," reports the governor.

Managing for Results: B

In past evaluations, this has been a **weak** spot for Ohio. Results-oriented

information is only to be found in a quarter of...costs to get at improved efficiency. It doesn't compare performance to other states or **survey** citizens to gauge their satisfaction with service. One good sign: New initiatives call for improved...

...The education department is also charting the performance of school districts. Formal program evaluation is **weak** .

Infrastructure Maintenance: C+

Capital budgeting has greatly improved. In recent years the state has developed...and condition assessment is done annually. The public building side, as in most states, is **weaker** . A highly decentralized approach makes it difficult for legislators to evaluate needs or even get...

5/3,K/11 (Item 11 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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00866900 95-16292

Co-operative control

Jackson, Peter

CA Magazine v127n3 PP: 59-63 Apr 1994

ISSN: 0317-6878 JRNL CODE: CCA

WORD COUNT: 3580

...TEXT: and when detection is less likely. Among the circumstances giving rise to such opportunities are **weak** or nonexistent internal accounting controls. The commission recommended that the SEC require public companies to...reference point for voluntary management reports on control, one study found that 70% of companies **surveyed** were reporting on a broader scope instead of restricting themselves to control over financial reporting...In 1992, members of the CICA's Criteria of Control Committee conducted a number of **interviews** with Canadian organizations in both the private and public sectors to supplement members' first-hand...

...measure the soft dimensions of control. In one company we visited, employees complete a morale **survey** (anonymously) twice a year. The questions in the **survey** , and the target morale level, are changed to reflect current operating objectives and conditions. The...
...employees who report to them.

In addition, we found a number of companies using self- **assessment** techniques. The **process** typically occurs in a half-day to day-long workshop led by a manager or an internal auditor. Interactive **voting** machinery is used to help achieve the desired frankness by making the results of an...

...identify current trends in control through a study of recent writings on business management and **interviews** with leading Canadian organizations, paying particular attention to how control is realized through people and
...

5/3,K/12 (Item 1 from file: 148)
DIALOG(R)File 148:Gale Group Trade & Industry DB
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12947989 SUPPLIER NUMBER: 68534551 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Student Team Projects by Internet. (international work groups meet online)
Kaiser, Paula R.; Tullar, William L.; McKowen, Diana
Business Communication Quarterly, 63, 4, 75
Dec, 2000
ISSN: 1080-5699 LANGUAGE: English RECORD TYPE: Fulltext
WORD COUNT: 2090 LINE COUNT: 00179

... a classroom project. We use a human resources problem and provide digitized videos of job **interviews** . Students serve as a search committee to fill an administrative position in the business school...

...happen with a real search committee.

Our own faculty colleagues and administrators role-play the **interviewer** and the applicants for the position. We recruit individuals whose own credentials make them appropriate candidates for the fictitious position and then **interview** them in a natural manner. Professional staff in our own university studio videotape the **interviews** that we make available to students for evaluation.

Development of a Project Website

A project...

...the profile of the university, job description, and resumes of applicants. Digitized videos of applicant **interviews** are also available at the project Website. Most important, the Website provides access to group...

...the job by giving each candidate anywhere from 0 to 100 points.

Step TWO: Evaluating **Interviews**

From the project Website, students view digitized videos of the candidates' job **interviews** . Again acting as individuals, students submit an electronic "vote." Students evaluate each candidate's suitability for the job, considering both the resume and the **interviews** , and once again give each candidate 0 to 100 points.

Step Three: Arriving at Consensus...

...password ensures that students access only their assigned groups. Group members present the strengths and **weaknesses** of each candidate and react to the opinions of others. By the announced deadline, each...

...local members of each team and allows face-to-face communication during the collaborative writing **process** .

Evaluation of Class Project

In business organizations, EMS overcome some of the problems inherent in face...

5/3,K/13 (Item 2 from file: 148)
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08512840 SUPPLIER NUMBER: 18074155 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Square pegs and round holes: can the economic paradigm be used to value the wilderness.

Kahn, James R.

Growth and Change, v26, n4, p591(20)

Fall, 1995

ISSN: 0017-4815 LANGUAGE: English RECORD TYPE: Fulltext; Abstract
WORD COUNT: 9125 LINE COUNT: 00742

... by the previously employed methods?

Before embarking on a more intense discussion of strengths and

weaknesses of valuation methods, it is useful to interject some dimensionality into the valuation problem. There...the location.(3) For example, if all the characteristics of location are identical except air **pollution**, one would expect people to try to increase their utility by choosing the cleaner air...measure of net benefits per choice occasion can be estimated.(11)

There are three major **weaknesses** associated with this model. First, the net benefits measure is estimated per trip, but the...

...the stated value is for a good other than the good being addressed in the **survey**

* The possibilities that there are systematic differences between the ways that people respond to hypothetical...obtain this information. Analogous resources are not always available for environmental change, particularly in a **survey** framework.

Another extremely important information issue has to do with the partial equilibrium framework of...

...aspect of value, as people are accustomed to making tradeoffs among alternative recreational sites.

Although **survey** writers anticipate informational needs of the respondent, the respondent cannot acquire more information than is available in the **survey**. Consequently, one of the important research areas of contingent valuation involves this information issue and...

...a theoretical issue, and should eventually be answered by contingent valuation research. However, many past **surveys** must be interpreted in the context of whether appropriate information was provided in the **survey**.

Valuing Other Goods. The second major criticism of contingent valuation is that the people who...

...a higher willingness to pay. Similarly, they may reason (correctly or incorrectly) that the same **pollution** that causes the reduced visibility is injurious to the health of people, plants, and animals...

...eliminate these potential problems.

Another potential problem arises because the act of participating in the **survey** may create a good which creates utility for the respondent and the respondent incorporates that...

...values because they feel that stating positive values makes the respondent look good in the **surveyor**'s eyes.(15)

Again the so-called embedding problem is not a theoretical objection to...

...an empirical obstacle to its implementation. Many proponents of contingent valuation feel that properly written **surveys** can minimize embedding and that "scoping" tests can test for the presence of embedding. On...further, to use the Internet system to allow relatively cheap access to large numbers of **survey** respondents. For example, in the not-to-distant future all high schools and public libraries...an individual quality characteristic.

Although conjoint analysis suffers from some of the same types of **survey**-generated biases (such as hypothetical bias) as contingent valuation, it has several advantages over contingent...

...off between money and the environment is neither explicit nor the central focus of the **survey** question, as the respondent is asked which state of the world he or she prefers...

...measure is more equitable because it moves the evaluation process from a "one dollar-one **vote** " framework, to a "one person-one **vote** " framework. Thus, as long as the **survey** sample is representative of the population as a whole, the evaluation does not weight the...associated with the contingent valuation method.

13. See Smith and Osborne (1993) for a critical **survey** of these studies.

14. See Kahneman and Knetsch (1992), for example.

15. See Mitchell and...AEA meetings, Washington DC, January 1995.

Mitchell, R.C., and R.T Carson. 1989. Using **surveys** to value public goods-the contingent valuation method. Washington DC: Resources for the Future.

Muir...

...Mifflin.

Neill, H.R., R. Cummings, P. Ganderton, G. Harrison, and T. McGuckin. 1994. Hypothetical **surveys** and real economic commitments, Land Economics, 70: 145-54.

Portney, P.R. 1994. The contingent...

5/3,K/14 (Item 3 from file: 148)

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08457975 SUPPLIER NUMBER: 17964561 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Barriers to individual environmental action: the influence of attitudes and social experiences.

Wall, Glenda

Canadian Review of Sociology and Anthropology, v32, n4, p465(25)

Nov, 1995

ISSN: 0008-4948

LANGUAGE: English

RECORD TYPE: Fulltext; Abstract

WORD COUNT: 9859 LINE COUNT: 00934

TEXT:

...1) As a result an increasing number of researchers are turning their attention toward the **strength** of public commitment to environmental quality as measured by the actual behaviour people are willing...

This study aims to contribute to the examination of the **strength** of public behavioural commitment to environmental quality, and to the development of an understanding of...

...attitudes and behaviour are also explored.

Specifically, based on data from a 1990 random sample **survey** of Edmonton residents, this study uses explanatory variables derived from past research findings and theoretical...

...changes vary in their conclusions depending on how the frequency and quantity of behaviours are **assessed** . The Roper **Organization** (1990), by asking which behaviours were done on a regular basis, found that 46% of Americans **surveyed** recycled bottles or cans and 26% recycled newspapers.(6) Environmentally conscious consumer behaviours, such as...

...and avoiding excess packaging, were reported by 7% to 25% of the sample in this **survey** , depending on the behaviour in question. Eight percent of those **surveyed** reported regular reduced use of automobiles, 8% reported contributing money to environmental groups, and 4...attitudes are generally positively and significantly correlated with environmental behaviours, this association tends to be **weak** (Uusitalo, 1990: 223; Oskamp et al., 1991: 497).(8)

Recycling, the most prevalent individual environmental...

...be improved if attitudes and behaviour were measured at the same level of specificity, if **strength** of attitudes were considered, and if behavioural retentions, situational factors and reference groups were included...source of motivation for individuals, especially for those who suffer from the immediate consequences of **pollution** or environmental degradation. In other words, Mitchell argued, the potential costs of not participating (continued...

...Methods

Data for this study were obtained from the 1990 Edmonton Area Study, an annual **survey** conducted by the Population Research Laboratory at the University of Alberta.(10) Personal **interviews** were conducted with a total of 448 residents of Edmonton in this random sample **survey** . One adult resident per household was **interviewed** . A quota system was used to obtain an equal number of male and female respondents...

...regression coefficients produced using ordinary-least-squares estimation.

Models and Hypotheses

Where made possible by **survey** questions, the predictors of general environmental concern (concern about the earth's environment), and specific ...studies have shown associations of environmental concern with party identification (Republican or Democrat) to be **weaker** and more inconsistent than associations with political ideology, there is reason to expect that the political structure of support for environmental protection in Canada will be somewhat different. **Weak** associations between party identification and environmental concern in the United States have been attributed to...

...viewing preferences regarding television programmes dealing with environmental issues (see Appendix I). There are several **weaknesses** associated with this measure. It does not measure the effect of media exposure comprehensively or...

...of this variable, this indicator of media exposure was included in the models despite the **weaknesses** associated with it.

Multiple indicators were available to provide measures for three of the explanatory...increased advantage associated with greater participation;

* Concern about the earth's environment will have a **weak** positive effect on behaviour such that higher degrees of concern will result in increased environmental...

...who prefer such programmes exhibit greater environmental concern. As mentioned, this indicator suffers from several **weaknesses** . It is possible, however, that the significant effect coefficient here may provide some indication of...

...motivation increases with perceptions of personal risk. In line with expectations, attitudes again had a **weak** positive relationship with the environmental behaviour in question. The other variable that resulted in increased...general environmental concern, in this case, was a predictor of behaviour in both equations. The **strength** of the relationship between attitudes and behaviour, however, was **weak** . This was not unexpected given what social psychological research has to say about attitudes and...

...outlined in rational choice theory. Nevertheless, the fact that general environmental concern did have a **weak** positive effect on both behaviours supports previous research findings, which suggest that environmental

attitudes do...

...in the equation explaining recycling behaviour, was the only class-related variable to have a **weak** but significant impact on environmental behaviour. This finding was supported by a re-analysis of... cooperative behaviour and ease of action.

The fact that general environmental concern did have a **weak** effect on both of the specific behaviours considered in this study (and presumably more specific...

...Buttel, 1987: 474-476).

8. Similar findings in social psychology suggest that attitudes are typically **weakly** connected to behaviour unless very specific attitudes are used to predict the same specific behaviour...

...Statistics Canada, 1993).

11. The process of deciding which variables were reasonably represented in the **survey** often involved choosing between **weak** indicators or no indicators at all. In some cases the choice was made to use **weak** indicators, and these cases, along with their implications for the interpretation of results, are discussed...

...Society. It should be noted that it was not possible, using measures available in this **survey**, to ascertain the overall amount of waste recycled or to incorporate qualitative distinctions regarding the...were not, no doubt illustrating the effect that sampling fluctuations can have when relationships are **weak** and sample sizes are not large.

22. The determinants of recycling behaviour remained consistent in... No. 8, pp. 9-15, 32-37.

Dunlap, R.E. and R. Scarce. 1991. "The **polls** - **poll** trends: Environmental problems and protection." Public Opinion Quarterly, Vol. 55, pp. 651-672.

Elster, J...

5/3,K/15 (Item 4 from file: 148)

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04163389 SUPPLIER NUMBER: 07993870 (USE FORMAT 7 OR 9 FOR FULL TEXT)

An exploration of voter responses to political advertisements.

Hill, Ronald Paul

Journal of Advertising, v18, n4, p14(9)

Fall, 1989

ISSN: 0091-3367

LANGUAGE: ENGLISH

RECORD TYPE: FULLTEXT; ABSTRACT

WORD COUNT: 6608 LINE COUNT: 00576

... about the political process (Grove 1989; Taylor 1989). According to a Wall Street Journal/NBC **poll**, a sense of skepticism or cynicism was widespread among voters prior to the presidential election...advertisements lacks credibility, reducing their effectiveness. Consistent with this position, a Research & Forecasts Communications Omnibus **poll** found that 70 percent of Americans are unlikely to believe political advertising in which candidates criticize each other (Marketing & Media Decisions 1980). Also, a November 2, 1988 Eagleton **Poll** found that the opponent-negative ads (produced in record numbers) used by both candidates in...1988 presidential election were accepted as subjects, to ensure that they were experienced with the **process** of **evaluating** candidates and as such represented legitimate "consumers".

Subjects were assigned randomly to one of six...a negative approach

may be an effective challenger strategy if it is focused on a **weakness** of the incumbent that is widely believed by the electorate (Honomichl 1988). On the other...

...a negative campaign like the 1988 presidential race is generally effective. These data and recent **polls** suggest that a widespread negative approach may reduce both candidates in the estimation of the...

...candidates and their consultants believe that they are faced with the "prisoner's dilemma". Democratic **pollster** Paul Maslin stated:

"The techniques have gotten so refined, the weapons so powerful, that if...

...will remain an important and controversial topic that necessitates further research. Given the strengths and **weaknesses** of the present study, several recommendations emerge. First, future ...88," Advertising Age, 58(3), 3, 70, 72. Hume, Ellen and Rich Jaroslovsky (1988), "New **Poll** Finds Voters Broadly Dislike Choice in Presidential Race," The Wall Street Journal, (October 28), A1...

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